

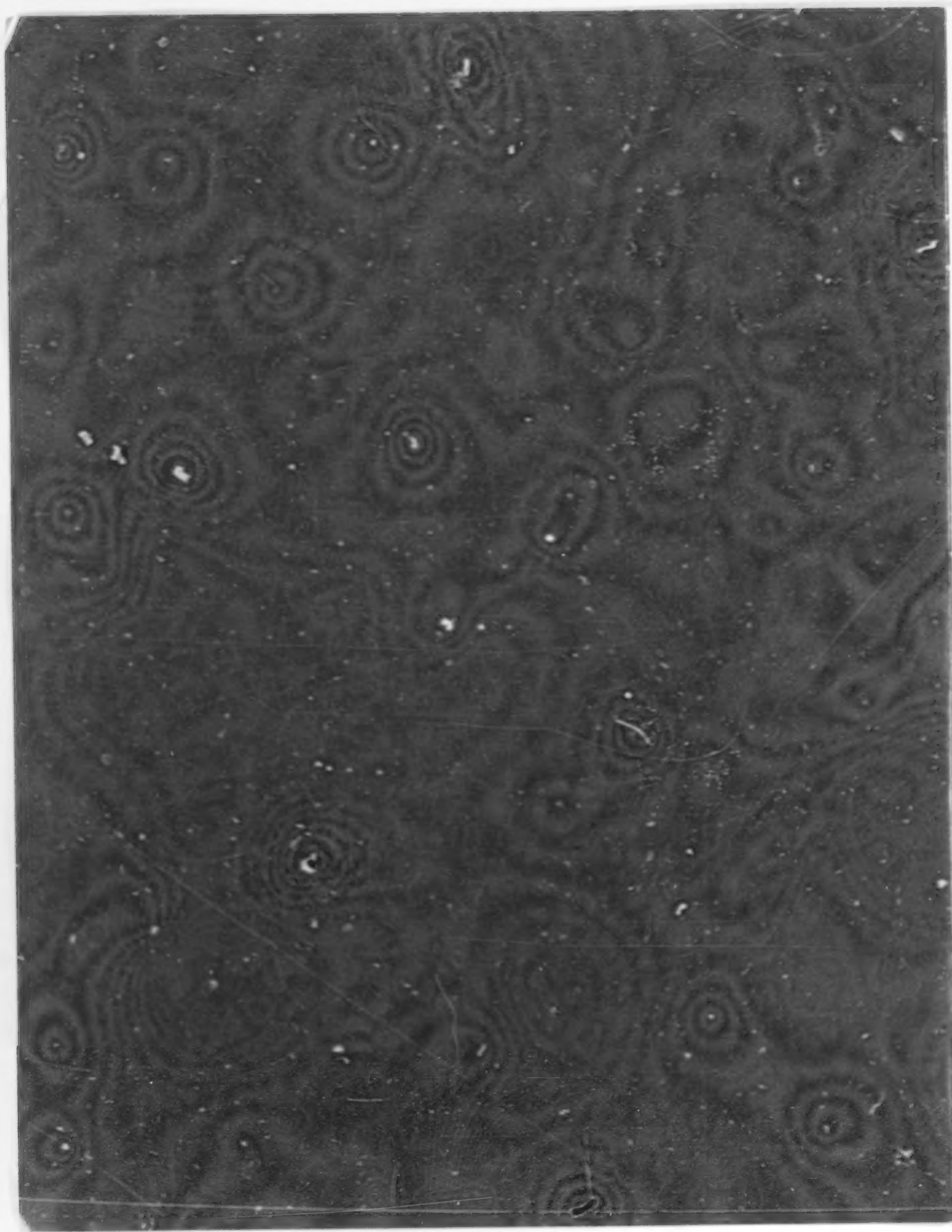
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**Federal Energy
Regulatory
Commission**

Careers with a Future

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Introduction

The Federal Energy Regulatory Commission (FERC) is an independent regulatory agency. Its primary goal is to ensure the Nation's consumers adequate energy supplies at just and reasonable rates, while providing regulatory incentives for increased production, efficiency, and competition. Its primary functions are to regulate certain aspects of the natural gas, electric utility, hydroelectric power, and oil pipeline industries.

The Commission is composed of five members appointed by the President with the advice and consent of the United States Senate. One member is chosen by the President to serve as Chairman. All Commissioners serve 4-year terms.

The agency has three major offices of regulation: the Office of Electric Power Regulation is responsible for overseeing wholesale electric power rates; the Office of Hydropower Licensing is responsible for licensing hydroelectric projects; and the Office of Pipeline and Producer Regulation oversees the natural gas and oil pipeline industries.

Most of the Commission's approximately 1,500 employees are located at our Washington, DC, headquarters. However, the Commission also has regional offices in Portland, San Francisco, Chicago, Atlanta, and New York.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Federal Energy Regulatory Commission (FERC) is an agency dedicated to achieving excellence in its statutory and technical mandates and mission. FERC recognizes that people are the most valuable resource to accomplish these tasks. The agency is equally dedicated to achieving its goals with a representative work force. To this end, FERC's policy is to provide equal employment opportunity for all persons, to prohibit discrimination in employment because of race, color, religion, sex, age, national origin, or handicap, and to promote the full realization of equal employment opportunity on the basis of merit and fitness. The Commission encourages all qualified individuals to apply for employment and actively solicits applications from the handicapped, veterans, disabled veterans, minorities, and women.



FERC Career Opportunities

The FERC offers opportunities for you to use your education and experience in challenging and rewarding ways. Advancement is competitive and based on performance and merit. Challenging work opportunities exist for those with the drive and ambition to move ahead.

As a part of our staffing program, FERC conducts a college recruitment program designed to attract new or recent college graduates at the B.S. and M.S. levels to fill entry-level professional positions.

Continuing education is available and FERC is committed to career growth for its employees. Technical or skills training, tuition

assistance, seminars, and workshops are available to keep up with the latest technologies or develop your personal skills.

As you advance in responsibility, your pay recognizes your talents and contributions. Pay-for-performance systems are in place to provide increases and awards for deserving FERC employees.

In many FERC occupations, the career paths offer a greater opportunity for employee advancement than the private sector. There is often a greater potential for salary

increases as performance and responsibility increase. As a result, within 2 or 3 years FERC employees typically receive salaries that meet and often exceed those of a private employer.

In FERC, most salaries are paid under the "General Schedule." The grade level at which an individual enters a job depends on the specific position and the individual's qualifications. For most professional/technical positions,

an applicant with a college degree and no substantial work experience will start at GS-5 or 7. Appointment to GS-7 is based upon superior academic achievement (minimum G.P.A. of 2.95). For positions classified in the accountant/auditor occupations through GS-9, and the engineering occupations through GS-11, there are special advanced salary rates. These positions are considered "critical-shortage category" positions and merit special salary rates. Current salary information is provided in a separate handout.



Auditor

Auditors participate as members of field audit teams engaged in examination and verification of the books, records, plant inventories and other data supporting the financial statements of licensees, electric utilities, and natural gas pipeline companies subject to the jurisdiction of FERC. This position requires 100 percent travel.



Accountant

Accountants perform routine or conventional accounting assignments, and determine the degree of compliance and adherence to generally accepted accounting principles and the Commission's rules and regulations.

Appropriate fields of study include accounting, auditing, business management (which includes 24 semester hours of accounting).

These positions are considered "critical-shortage category." Starting salaries begin at an advanced level over the normal pay scale. Current salary information is in a separate handout.



Attorney

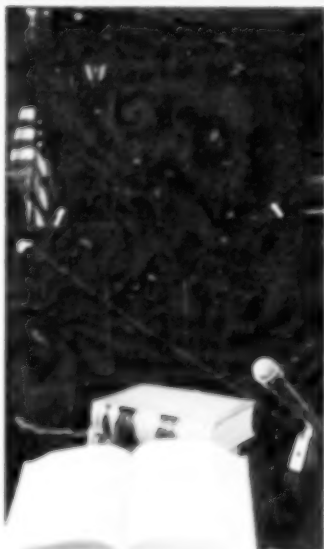
The attorneys provide a wide variety of legal services for the agency. They draft rulemaking orders, prepare analyses and draft orders, participate in Commission hearings, and defend orders of the Agency in the Federal courts.

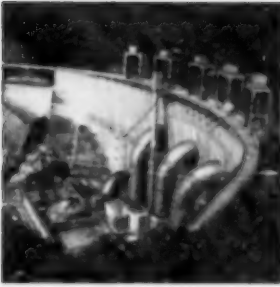
Qualifications

Federal Court or administrative litigation experience is required. Energy, environmental, or economic regulatory background is desirable.

Bar Membership

All attorney positions require bar membership. Admission to the bar of any State or the District of Columbia is sufficient, regardless of the prospective duty assignment. Applicants who meet all requirements except bar membership may be hired as Law Clerk Trainees, but they must be admitted to the bar within 14 months after being hired or they will be separated from FERC employment.





Civil Engineer

Civil Engineers primarily are involved in preparing engineering studies to determine stability of various types of dams, powerhouses, and other project structures. They also develop graphs, charts, tables, and statistical curves.

Environmental Engineer

Environmental Engineers review environmental reports and exhibits, study aspects of environmental protection problems, determine scope of the problem and propose recommendations to resolve it. They perform studies to determine the potential impact of changes on the environment.

Appropriate fields of study include civil and environmental engineering.

Engineers must possess comprehensive, in-depth knowledge of mathematical, physical and engineering sciences applicable to the specialty field.

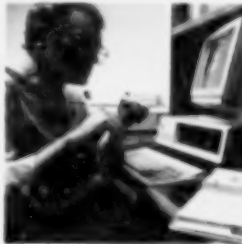
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Computer Systems Analyst

There are three types of computer specialist positions available at FERC—Systems Analyst, Programmer, and Programmer/Analyst.

Systems analysts know both business and computing. When a system is being developed, systems analysts interview future users to determine system requirements. Systems analysts develop a program design, then develop a plan to implement the system and supervise the process.



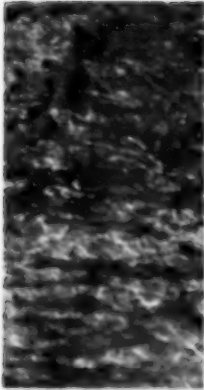
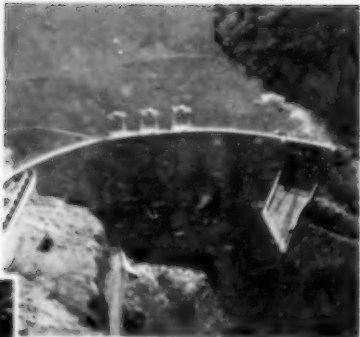
Computer Programmer/Programmer Analyst

Computer programmers write computer programs and must thoroughly know computer technology. Most programmers know two or three computer languages. Sometimes systems analysis and programming are combined into one job, called programmer/analyst, and this requires a rare combination of skills and knowledges.

Appropriate fields of study include major study in computer science, information science, information systems management, mathematics, statistics, operations research, or engineering.



Environmental Science



FERC has a regular need to fill vacancies in the environmental field for such positions as fishery biologist, ecologist, wildlife biologist, and environmental protection specialist. The environmentalists determine the nature and extent of probable impact of projects on various environmental factors (fish, wildlife, ecology, and land use). They are often required to prepare testimony and exhibits on unusually complex matters for use at evidentiary hearings, technical and public meetings. They plan and conduct field investigations at existing and proposed hydropower projects or natural gas pipelines.

Appropriate fields of study include biological sciences, agriculture, natural resource management, chemistry.

Fishery Biologist

At least 6 semester hours in aquatic science; 12 semester hours in animal sciences.

Ecologist

At least 9 semester hours in ecology.

Environmental Protection Specialist (EPS)

Completion of a full 4-year course of study leading to a bachelor's degree in an accredited college or university. A written test is required for EPS positions at the GS-5/7 levels and is covered by an Administrative Careers with America (ACWA) examination.



Cooperative Education

The Cooperative Education Program provides for periods of study integrated with periods of study-related work. This program provides students with a realistic exposure to career opportunities and helps pay school expenses. FERC has a recurring need to hire co-op students.

There are three types of programs:

1. Nonbaccalaureate program for students pursuing an associate degree;
2. Baccalaureate program; and
3. Graduate program.

Work Requirements:

- Students must work at least 26 weeks (nonbaccalaureate, baccalaureate) or 16 weeks (graduate) before graduation in an occupational area related to their major.
- Schedules must assure that the student will have the required hours and periods of employment for permanent appointment upon graduation.

Eligibility Requirements:

- Students must be enrolled in a college pursuing a degree.
- Students must be U.S. citizens.
- Students must maintain at least a 2.5 overall grade point average on a 4.0 scale.

Student Benefits:

- During the work period students are paid according to their grade level.
- Student may accrue annual and sick leave.
- Students will be covered by both the Federal Employees Retirement System (FERS) and social security (FICA).
- Students can obtain health and life insurance.



Excellent Location



FERC enjoys a location very close to Capitol Hill. We are a short walk from such historic places as the Supreme Court, the U.S. Capitol, Washington's botanical gardens, and Union Station.

FERC is located close to a variety of local restaurants with a post office and cleaners nearby. Union Station, a 5-minute walk from FERC, provides scores of shops, restaurants and is a transportation hub with several commuting options for FERC employees.

Metro Rail is a "state-of-the-art" crime free subway system of which crisscrosses Washington, DC, and extends into the Maryland and Virginia suburbs. Commuter trains arrive at Union Station from western Maryland and from Baltimore, Maryland. Thus, employees can reside in outer suburbs and enjoy a travel commute averaging less than 1 hour each way.

Metro Bus routes stop outside the agency's doors.

In addition, there are many car and van pools among Commission employees which reach into almost any neighborhood of Washington, Maryland, and Virginia.



Employee Benefits

Leave

Annual and Sick

Annual. Vacation days are earned according to the number of years you've been in the Federal service. You earn 13 days a year for the first 3 years, 20 days a year for the next 12 years, and 26 days a year after 15 years. You can use all your leave each year or accumulate up to 6 weeks which can be carried over each year.

Sick. Thirteen days of sick leave are earned each year to cover illnesses, medical care, and maternity. Sick

leave can be accumulated without limit and taken as needed. Approved absences for maternity reasons can be a combination of sick and annual leave and leave without pay. Consideration of a request for maternity absence will take into account the workload requirement of the office, but generally will be approved for a total of 8 to 12 weeks. Since each case is unique, the total amount of maternity leave requested will be reviewed on its own merits.

Insurance

Life and Health

Life. You can take advantage of low-cost term group life insurance that offers various options. Insurance is available in multiples of the basic salary and additional coverage may be obtained for family members.

Health. Each year, an open season is held for choosing health insurance plans. Employees can consider a wide variety of plans and select one that meets their family, financial, and anticipated health care needs. The Government makes a significant contribution to the cost of this insurance.

Federal Employees Retirement System

To provide financial security for you and your family, one of the most important benefits of FERC employment is an excellent retirement program— The Federal Employees Retirement System (FERS).

FERS is a system designed to be responsive to changing times and federal work force needs. Many of its features are portable so that if you leave Federal employment, you may still be eligible for benefits. FERS is flexible



and offers you the opportunity to make secure investments. You will be able to choose what is best for your individual situation.

The plan includes a basic government pension as well as social security coverage, which are both based on salary and length of service. FERS also features an optional thrift plan that allows employees to contribute up to 10 percent of pay, tax free until retirement, with the government matching contributions up to 5 percent.

Holidays

You will also receive paid time off for 10 national holidays.

Awards

The Federal Energy Regulatory Commission has an Incentive Awards Program through which superior performance, special acts or service, or suggestions deserving recognition are awarded by cash or honorary awards.

Martha O. Hesse Center for Child Development

The Center provides quality on-site day care and educational programs for 12 infants aged 6 months to 24 months, and 48 preschool children aged 2 through 5 years. The facility is state-of-the-art and includes classrooms and crib rooms, as well as a playroom, laundry room, kitchen, staff lounge, office, and fenced, fully equipped playground. Fees are structured according to the child's age.

Commission Fitness Center

The fitness center provides Universal and aerobic equipment as well as scheduled aerobic classes for employee members. Member fees range from \$5.50-\$6.50 per pay period based on member's annual salary. Hours of operation are 7:00 a.m. to 7:00 p.m. weekdays.

Computerized Car Pool Assistance

Parking spaces are available for car pools in two buildings and on one outside lot. A car pool database system, based on employee's home zip code, can be queried in order to find or form a car pool.



How to Apply

What to submit:

■ *Personal Qualifications Statement (Standard Form 171)*

Your eligibility and relative standing are based on the information contained in your application. It is most important, therefore, to prepare it as completely and accurately as possible.

The three references called for in item 22 of Standard Form 171 should be persons who are familiar with your experience and/or education, especially in the areas related

to the occupational field for which you are applying.

Your description of professional experience need not be lengthy, but should include all pertinent information.

■ *A college transcript or a list of college courses, grades, and grade point average are required for entry-level positions. The transcript or list must be included with your application. Students should include courses that will be completed within 9 months of the date that the application is filed.*

■ *Standard Form 15 with documentary proof is required if claiming 10-point veteran's preference (disability, widow, spouse or mother preference).*

■ For those positions requiring a Notice of Results from the Office of Personnel Management, submit a copy along with SF-171.

Where to file:

Mail your SF-171, list of college courses, and if appropriate, veteran's preference, and Notice of Results to:

Federal Energy Regulatory
Commission
Division of Personnel
810 First Street, NE
Washington, DC 20426



